



USAREUR/7A OPTEMPO and PERSTEMPO Study

In-Progress Report (IPR 2)
FEB 2000

Prepared by the U.S. Army Medical Research Unit-Europe

11 February 2000

U.S. Army Medical Research Unit-Europe, Walter Reed Army Institute of Research,
U.S. Army Medical Research and Materiel Command



Purpose

- Provide an update on the USAREUR/7A OPTEMPO/PERSTEMPO study that is being conducted by the Medical Research Unit.



Summary of Findings (1 of 2)

This technical brief presents the preliminary findings - from the second of eight data collection efforts - of a two-year longitudinal study designed to assess the impact of operations and personnel tempo on soldier and unit readiness.

- **Time 1 and Time 2 OPTEMPO rates are similar. Both data collections occurred while soldiers were in garrison.**
- **TDY and training were associated with increased military readiness (soldier pride, cohesion, leadership). Work hours, hours of work on days off, and loss of leave time were associated with lower military readiness, medical readiness and work-family conflict.**
- **Number of days spent on training exercises and number of work hours per day are associated with lower range scores.**
- **For single junior-enlisted soldiers, there is an optimal work day. Working between 8 and 14 hours a day is associated with lowered rates of alcohol use.**
- **Garrison communication, predictability, and training are associated with higher military and medical readiness scores.**



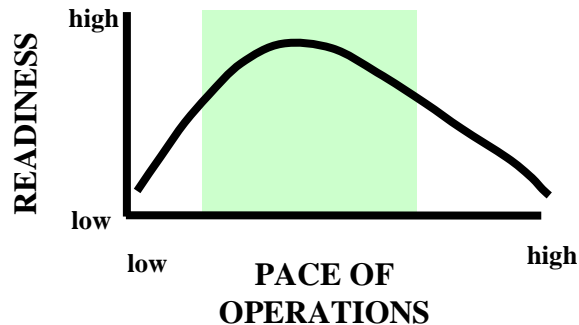
Summary of Findings (2 of 2)

- **Soldiers are more likely to intend to remain in the military if their garrison life is predictable, and if they experience good unit communication and training.**
- **Combat Arms soldiers report working more hours per day and having less garrison predictability than soldiers from other unit types. Combat Arms soldiers have the highest rate of soldiers intending to leave the military.**
- **Training matters to soldiers. Soldiers who report satisfaction with Sergeants' Time training report higher military and medical readiness.**
- **Soldiers working in their MOS have higher job satisfaction.**
- **Soldiers who can't rely on leave time promised to them have higher work-family conflict.**
- **Soldiers with higher work-family conflict have lower morale and lower soldier pride.**



Research Model

Area of Optimal Soldier
and Unit Performance



- The model predicts that pace of operations affect optimal soldier and unit performance. When the pace is either very high or very low soldier and unit readiness decline.

- The model consists of three major components: military deployments, training exercises, and garrison duties.

Training

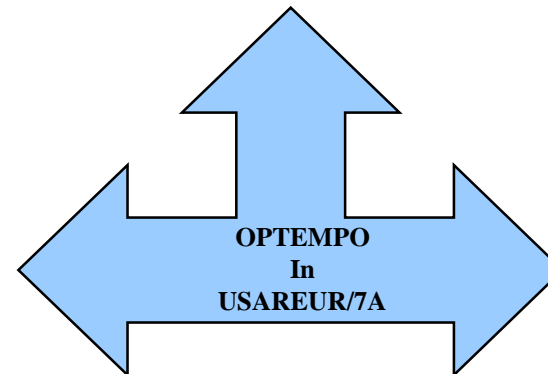
- Exercises
- Field exercises
- Schools
- TDYs

Deployments

- Peacekeeping
- Humanitarian
- Combat

Garrison

- Rear detachment
- Garrison support





Research Design

Units - Assessment involves 10 companies, both divisional and non-divisional units.

- 2 from 1st AD
- 2 from 1st ID
- 2 from V CORPS (69th ADA and 11th AVN REG)
- 2 from 21st TSC
- 2 from SETAF

Longitudinal - The same 10 companies are being followed over a 2 year period (JUN 1999-JUN 2001). The goal is to assess each company in garrison, during training, and during deployment.

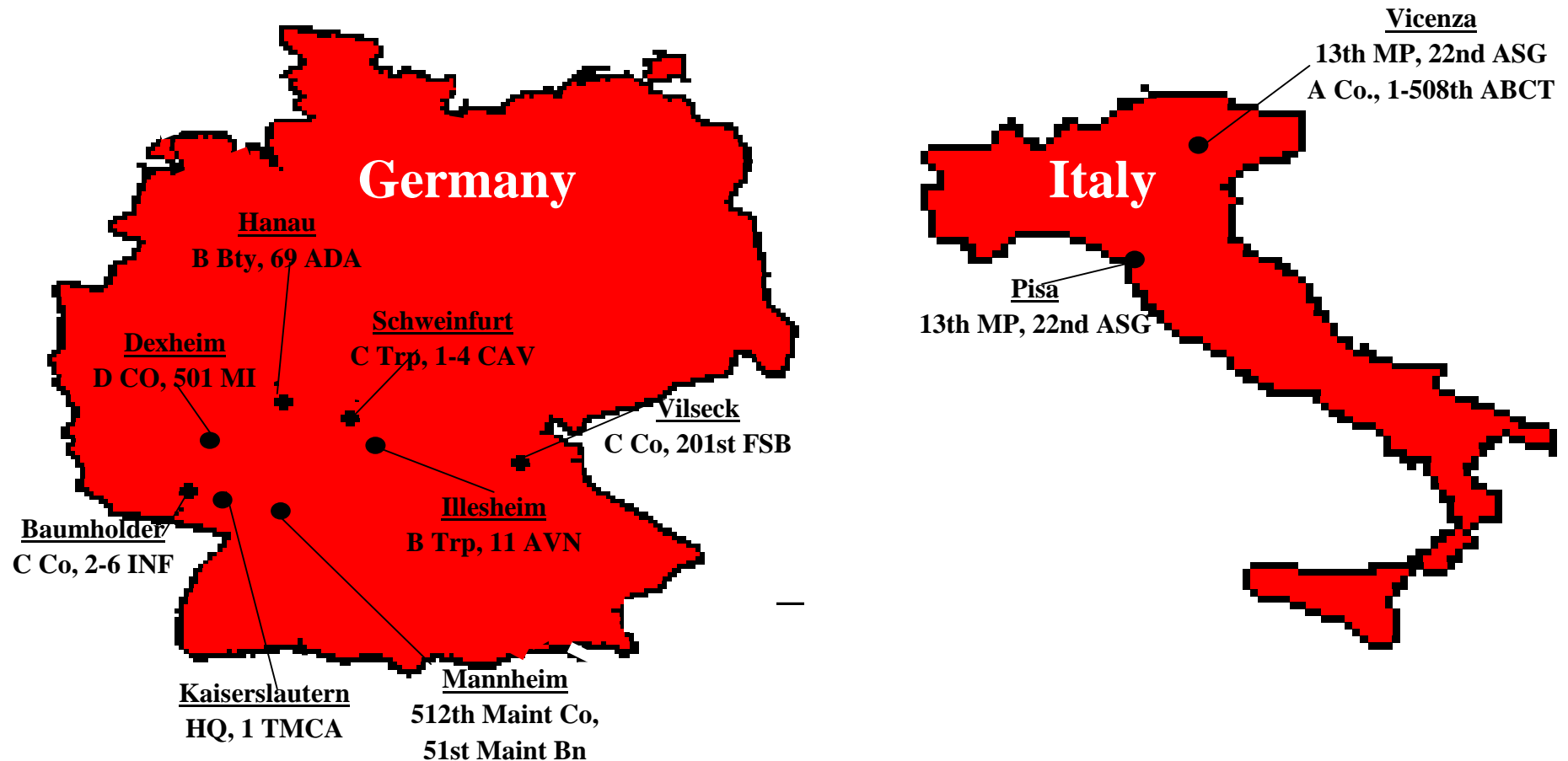
Time 1: JUN 99 - SEP 99

Time 2: OCT 99 - DEC 99



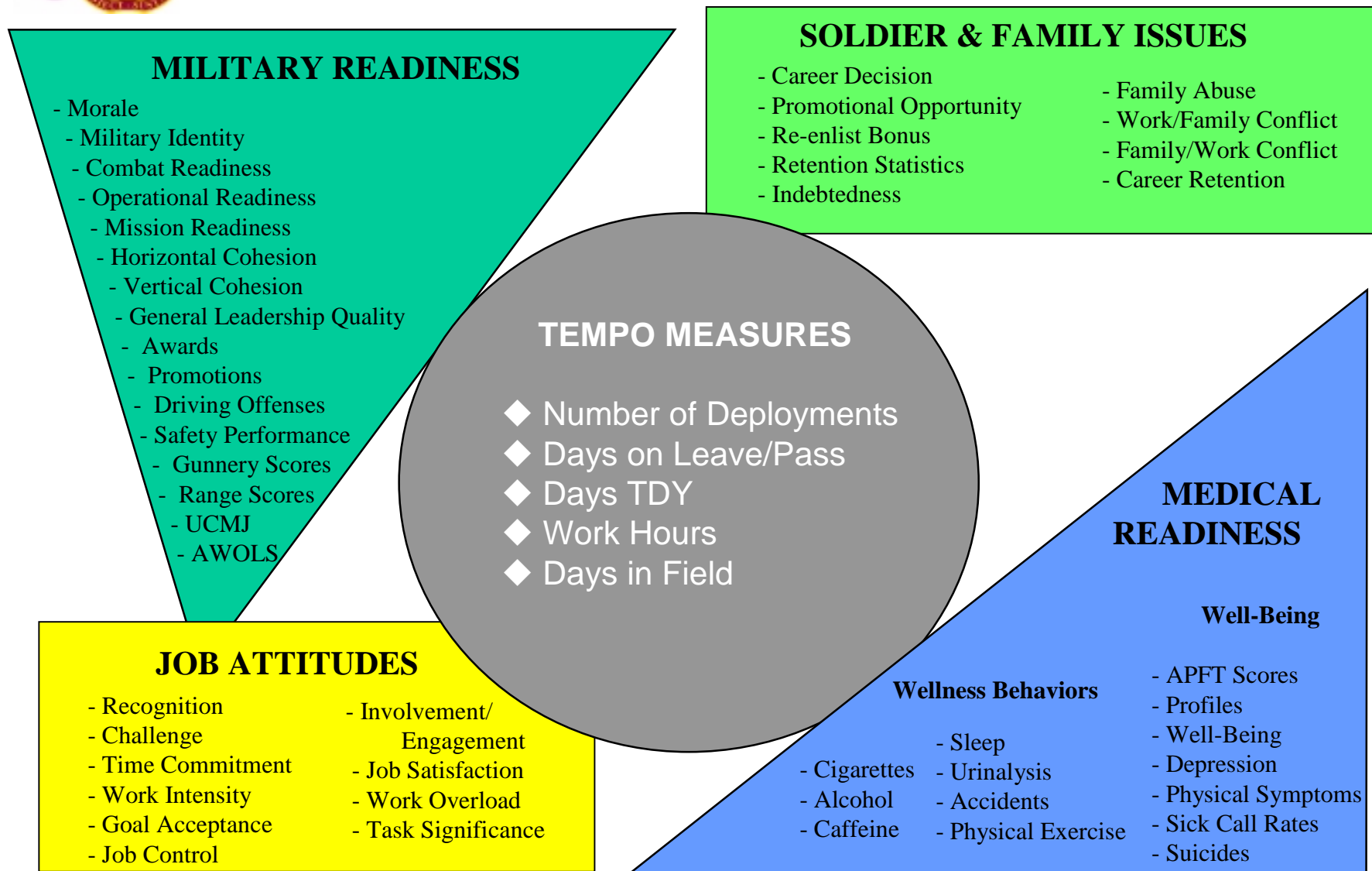
Units

- This report is based on 10 units, 693 soldier surveys, and over 50 interviews.





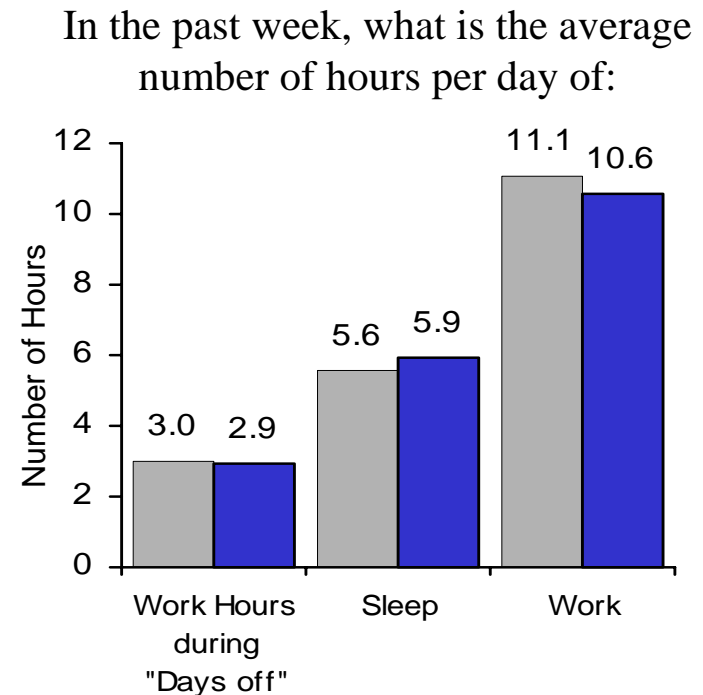
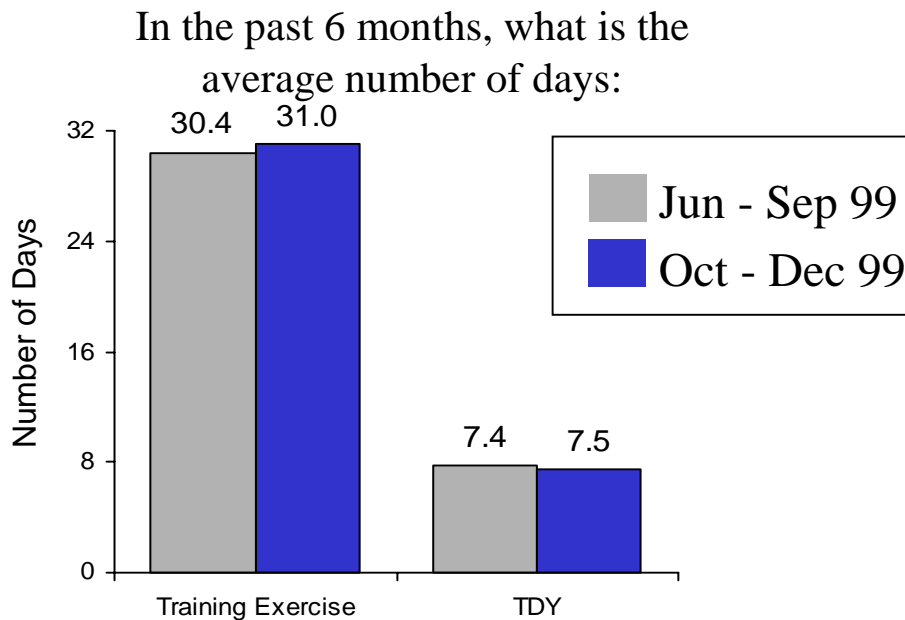
Category of Outcome Measures





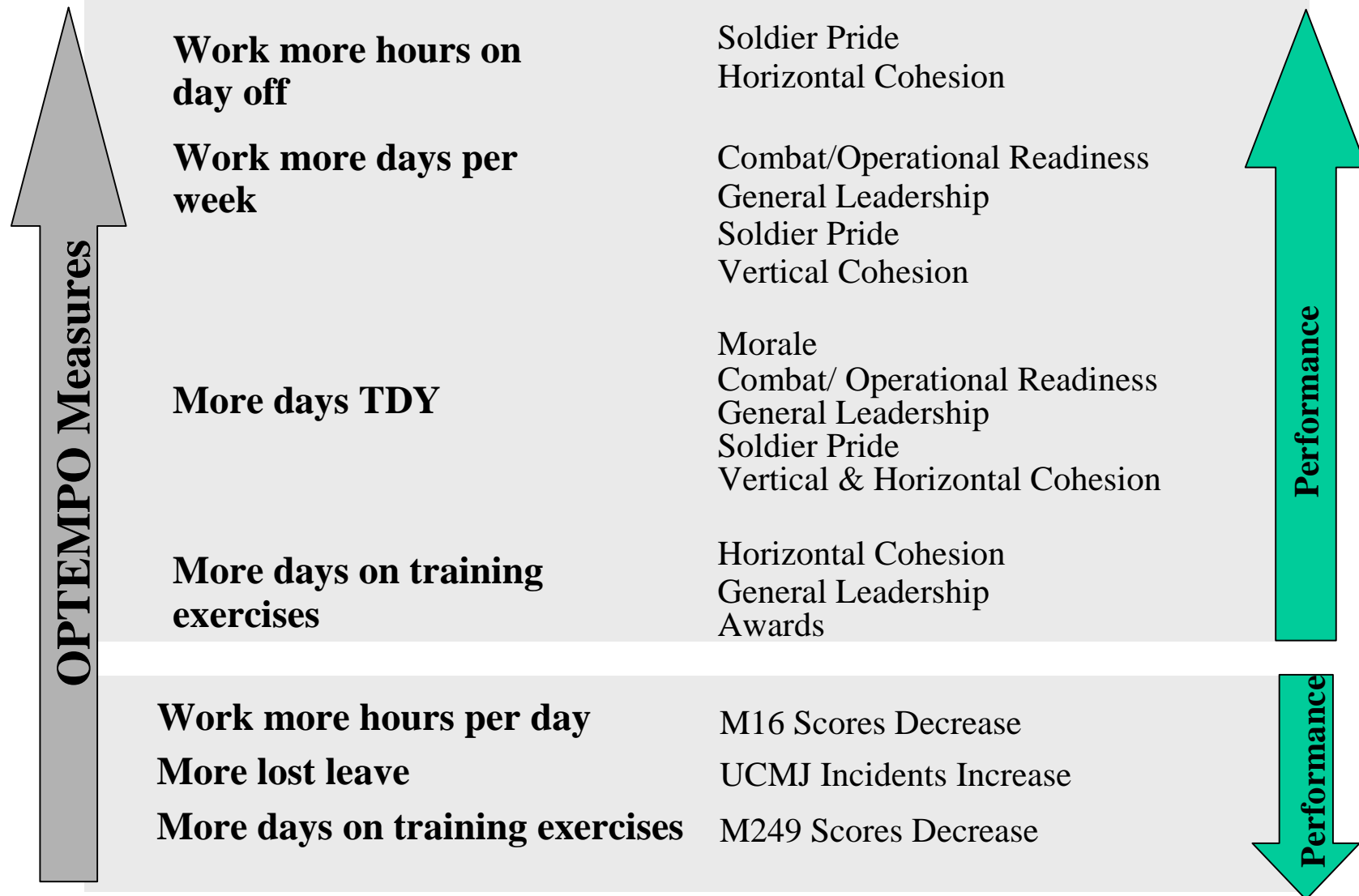
Soldier Tempo

- The number of days that soldiers and leaders participated in a training exercise, and number of days on temporary duty determine soldier tempo.
- Rates of soldier tempo were similar for data collection T1 (Jun - Sep 99) and T2 (Oct - Dec 99).
- The number of hours and days that soldiers and leaders reported working, and the amount they slept each night define workload.



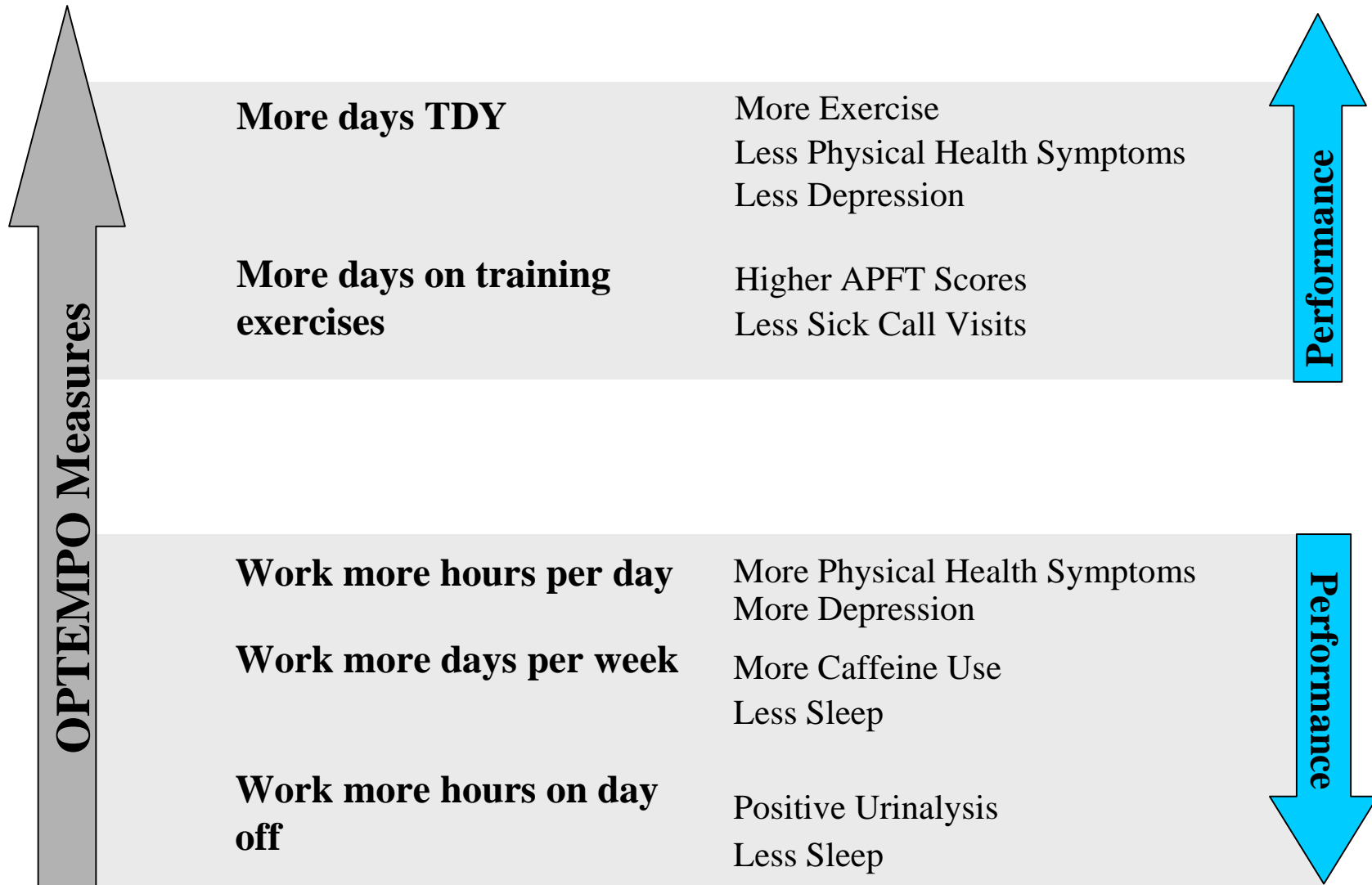


PERSTEMPO: Military Readiness





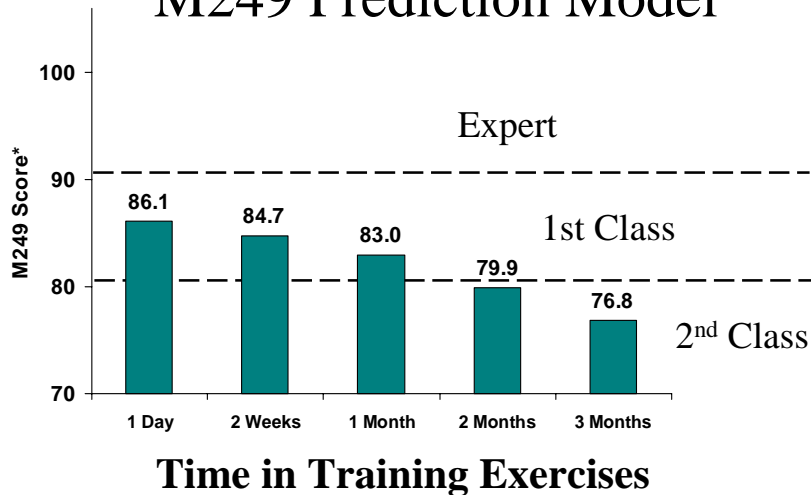
PERSTEMPO: Medical Readiness





Military Readiness: Range Scores

M249 Prediction Model



- The more days soldiers (n=57) spent on training exercises, the lower their M249 scores ($R Square = .063$ $p < .05$).
- Using predictions based on the regression model, soldiers spending 2 months or more in training exercises are likely to score less than 1st class on the M249.

Average Time in Training in the past 6 months: 31.4 days

M16 Prediction Model

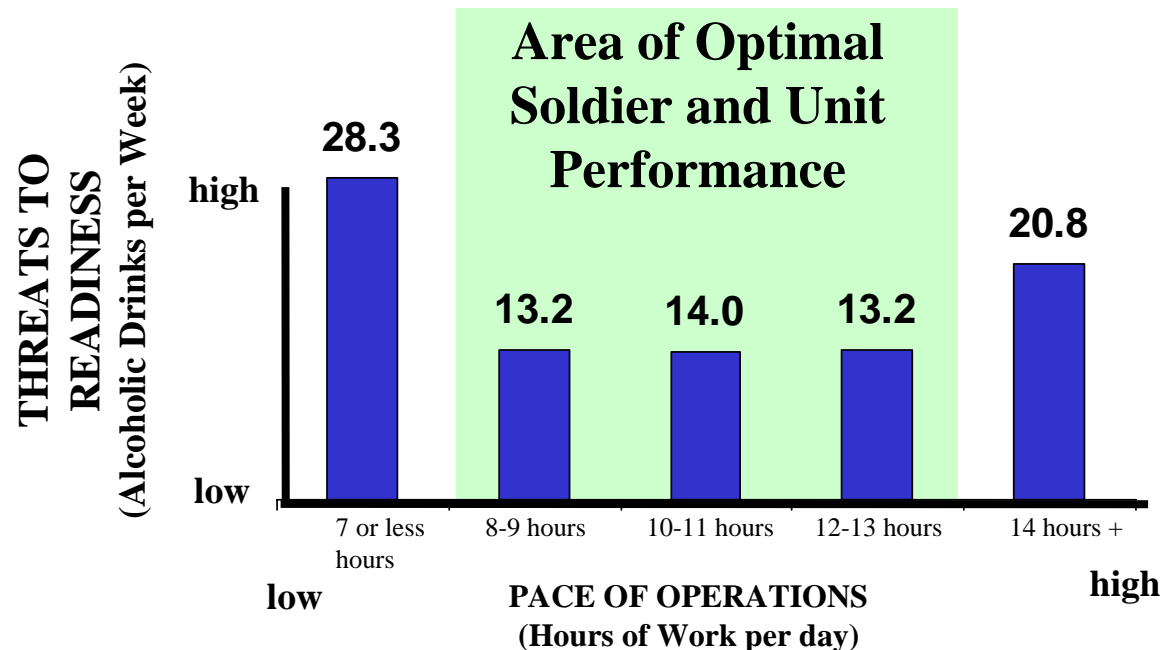
- The more hours soldiers worked per day, the lower their M16 scores ($R Square = .014$ $p < .05$).
- Using predictions based on the regression model, soldiers working over 13 hours are likely more to obtain lower M16 scores.

*Qualifying M249 scores are 70 or more points



OPTEMPO and Threats to Readiness

- Pace of operations (e.g., hours of work per day) was associated with single junior-enlisted soldiers' alcohol use.¹
- When work hours are either very high or very low threats to unit and soldier readiness increase.



RANK

E1-E4	53.8%
E5-E6	34.6%
E7-E8	4.1%
Officers	7.4%

GENDER

Female	14.5%
Male	85.5%

¹Only single junior-enlisted soldiers who reported that they drank alcohol were included (n=148).



Garrison: Soldier and Leader Issues

- Soldier and Leader interviews indicated that soldiers do not have:
 - up-to-date information
 - predictable schedules
 - time to work in their MOS
- The Garrison Life Index measures:
 - communication (5 items)
 - predictability (5 items)
 - training/MOS satisfaction (5 items)

Soldiers with high scores on the Garrison Life Index (GLI)¹ also reported:

- ↑ Soldier Pride
- ↑ Combat Readiness
- ↑ Operational Readiness
- ↑ Morale
- ↑ Cohesion
- ↑ Job Satisfaction
- ↑ Wellbeing
- ↓ Depression
- ↓ Work-Family Conflict

OFFICERS

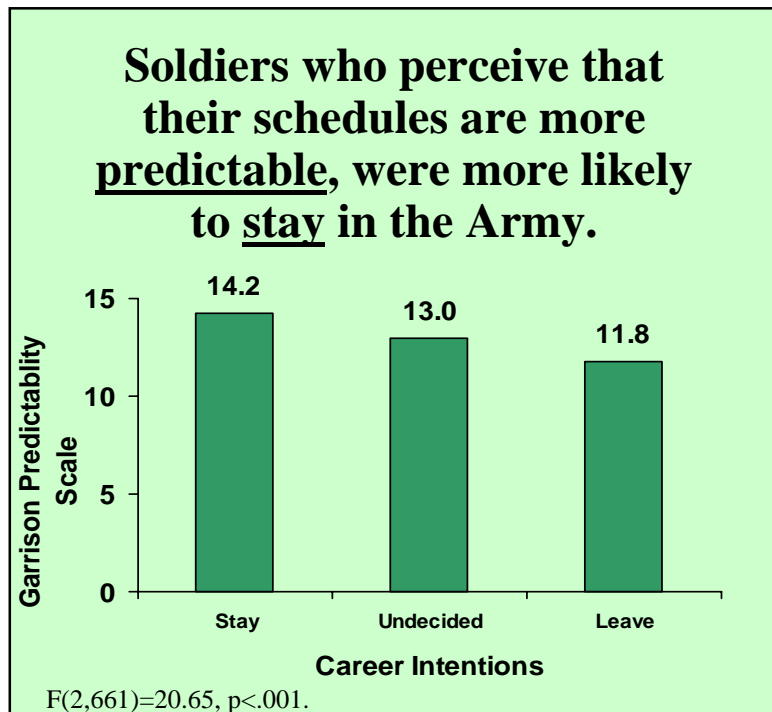
Unlike E1-E4 and NCOs, officer perceptions of predictability did not consistently correlate with other military readiness scores. However, officers reporting high predictability have less Work-Family Conflict.

¹Higher scores on the GLI indicate better adjustment in Garrison; range is 5 to 75.

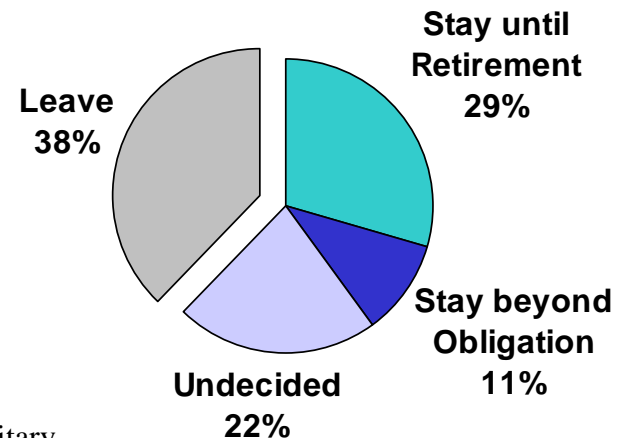


Retention and Garrison Life

- Overall, OPTEMPO measures did not influence career intentions.¹
- Soldiers (E1-E4, E5-E6) planning to remain in the military reported more predictability, better communication, and better training in garrison than those undecided or intending to leave the military.



- Officers intending to remain in the military reported more satisfaction with training in garrison than those undecided or intending to leave the military.

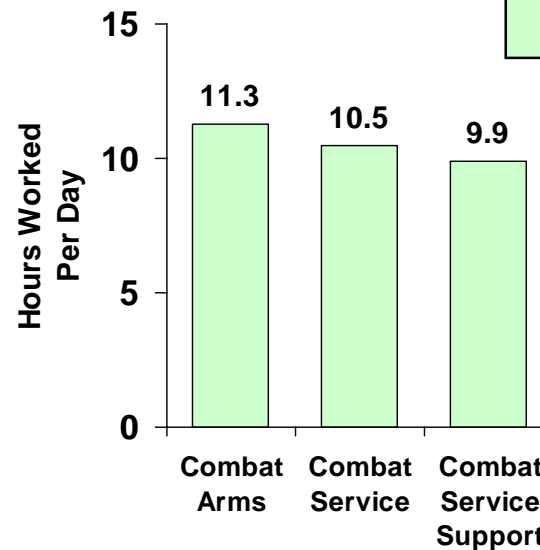
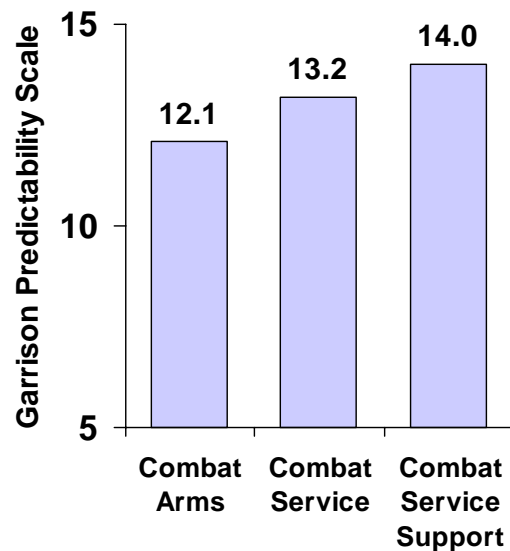


¹NCOs who work more days per week are more likely to STAY in the military.



Garrison Issues: Predictability

- The majority of soldiers reported having an unpredictable work environment.¹ For example:
 - 75.7% did not agree that they had a predictable daily work schedule.
 - 66.6% did not agree that they can count on being able to take requested leave time.
 - 69.3% did not agree that they know what duty they will be doing day to day.



NCOs were more likely than E1-E4 and officers to report predictable schedules in Garrison

Career Intention
Differences across Unit Type for E1-E4 Only.
Percent intending to leave
CA: 43.8%
CS: 27.8%
CSS: 28.4%

¹Reported “strongly disagree, disagree or neutral”

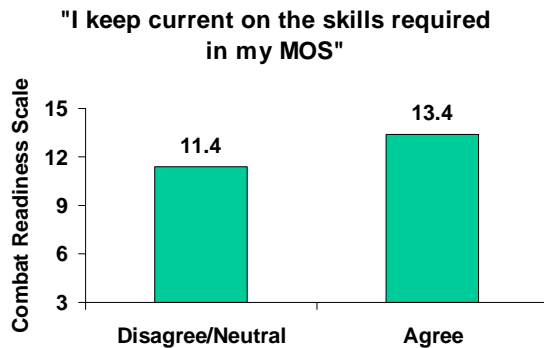


Garrison Issues: Training/MOS

- Working and training in their MOS is important to soldiers.

Working in MOS

Soldiers who reported working in their primary or secondary MOS “often” or “always”: **68.2%**



- 49.2% of the soldiers reported that they keep current on the skills required in their MOS.¹
- Soldiers who reported keeping current on their MOS skills also reported higher unit combat readiness scores.
- Soldiers who reported working more in their primary or secondary MOS also reported higher job satisfaction ($r=.28, p<.01$).

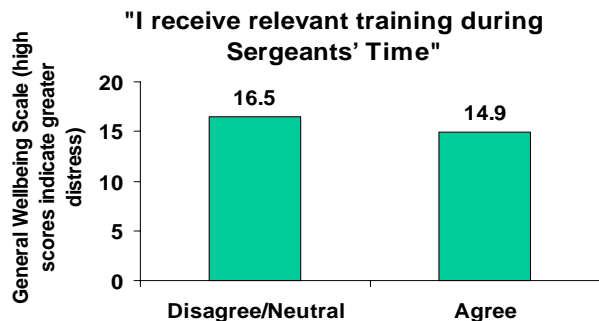
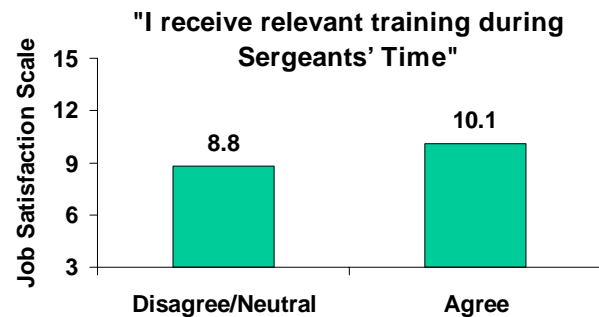
¹Reported “Agree” or “Strongly Agree”



Garrison Issues: Sergeants' Time and Stressors

Educational Level

High School	39.2%
Some College	48.6%
College Degree	9.8%



¹Reported "Medium", "High" or "Very High."

²Reported "Agree" or "Strongly Agree"

- Soldiers (E1-E4 and NCOs) who reported receiving relevant training during Sergeants' Time also reported:

- \$ higher operational readiness
- \$ higher combat readiness
- \$ higher job satisfaction
- \$ greater general wellbeing
- \$ lower depression

Garrison Stressors¹

Too many "hey you" duties ²	62.8%
Dissatisfaction with level of education	52.3%
Stress from completing personal business	50.0%
Financial problems	48.3%
Family health problems	9.3%



Pre-Deployment: Soldier Attitudes

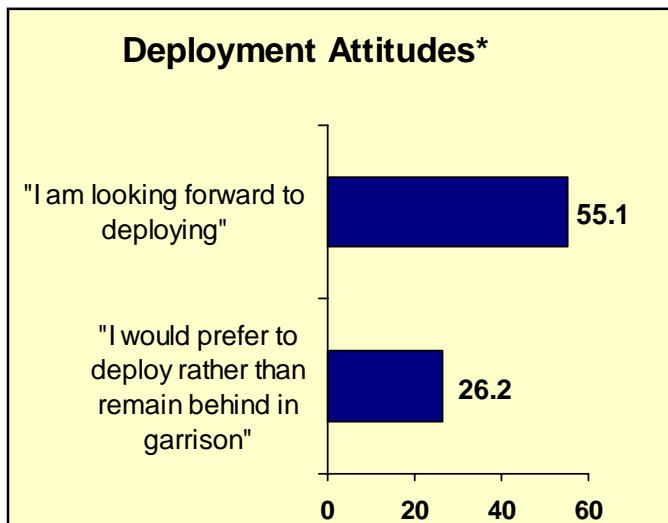
Ideal Number of Deployments:

2.3 per 3-year tour

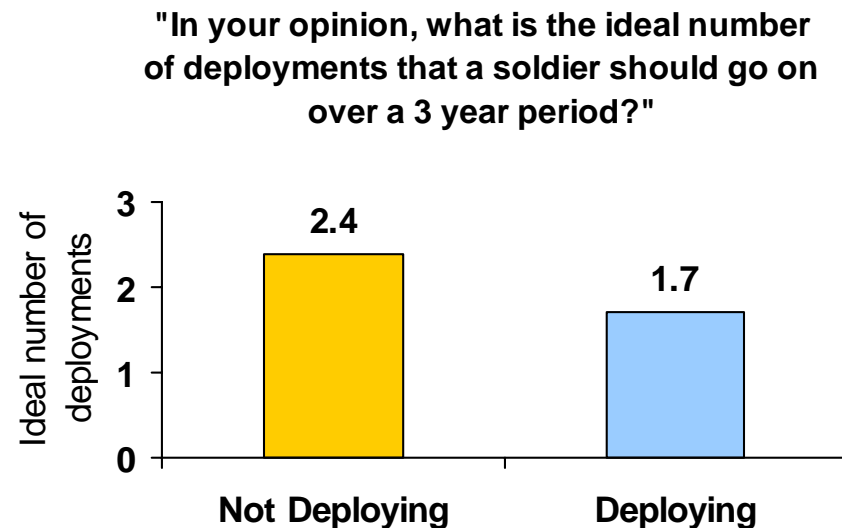
Ideal Length of Deployment:

4.8 months

- Two units (n=109) were preparing for a deployment during the second data collection.
- Soldiers preparing to deploy reported a lower ideal number of deployments than soldiers who were not preparing to deploy.



* of the total population (n=693)

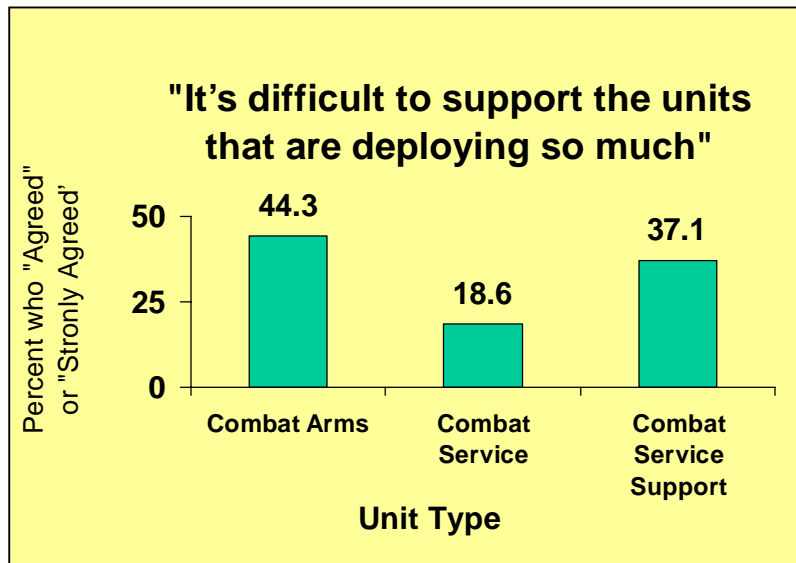
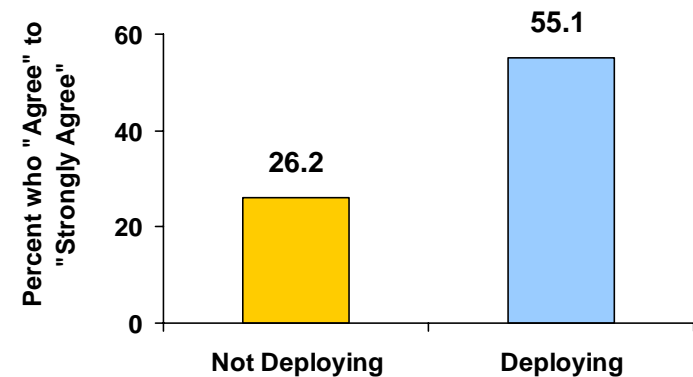




Pre-Deployment: Soldier Readiness

- Units preparing for deployment (n=109) reported higher levels of Operational and Combat Readiness than those not preparing for deployment (n=584).

"I think we are better trained than most other companies in the Army."



- Compared to soldiers from other unit types, Combat Arms soldiers reported greater stress due to supporting units that deploy.



PERSTEMPO: Family¹ Issues (1 of 2)

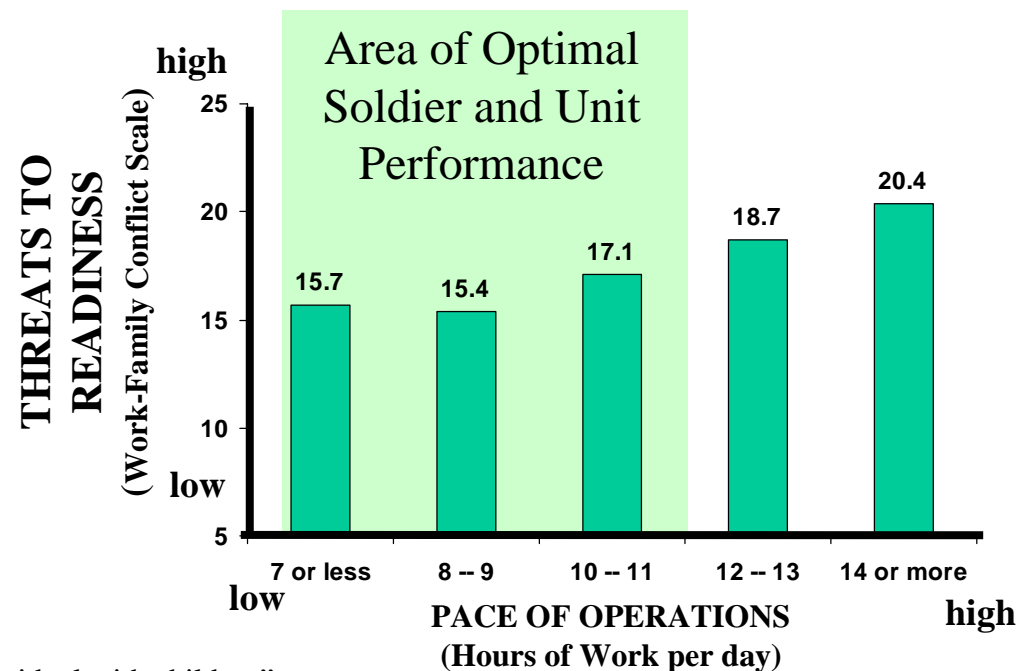
Overall, soldiers who reported high Work-Family Conflict also reported:

- \$ More lost or cancelled leave
- \$ More hours worked on days off
- \$ More days worked per week
- \$ More days on training exercises
- \$ Fewer days TDY

Marital Status²

Single:	40.5%
Married:	49.9%
Divorced/Separated:	9.1%

- The more hours soldiers (E1 – E4) with families worked per day the higher their Work-Family Conflict scores.



¹Family is defined as “a married couple and/or an individual with children”.

²Numbers may not add up to 100% because of additional categories (e.g., widowed).

*Work/Family Conflict Scale has a range of 5 to 25 with a higher score indicating more conflict.



PERSTEMPO: Family¹ Issues (2 of 2)

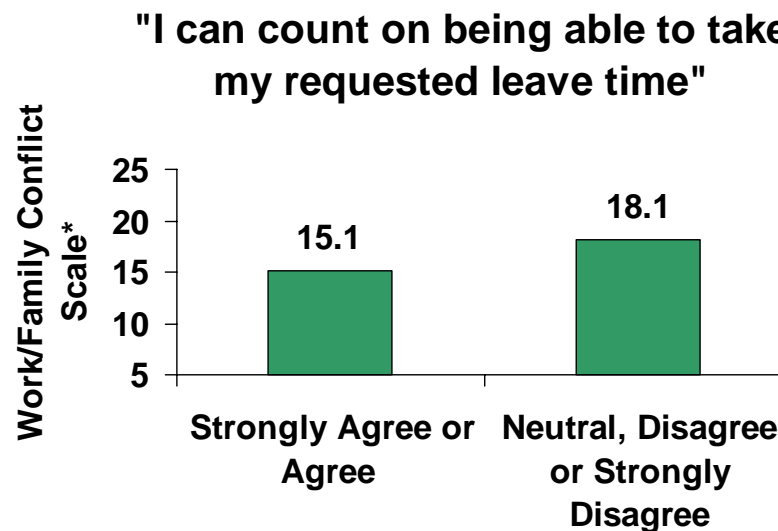
Soldiers with
Children:

41.9%

Families with
EFMP members

14.1%

- Soldiers with families who reported high Work-Family Conflict also reported low morale and low soldier pride.
- Soldiers who feel that their leave request will not be honored reported more Work-Family Conflict.



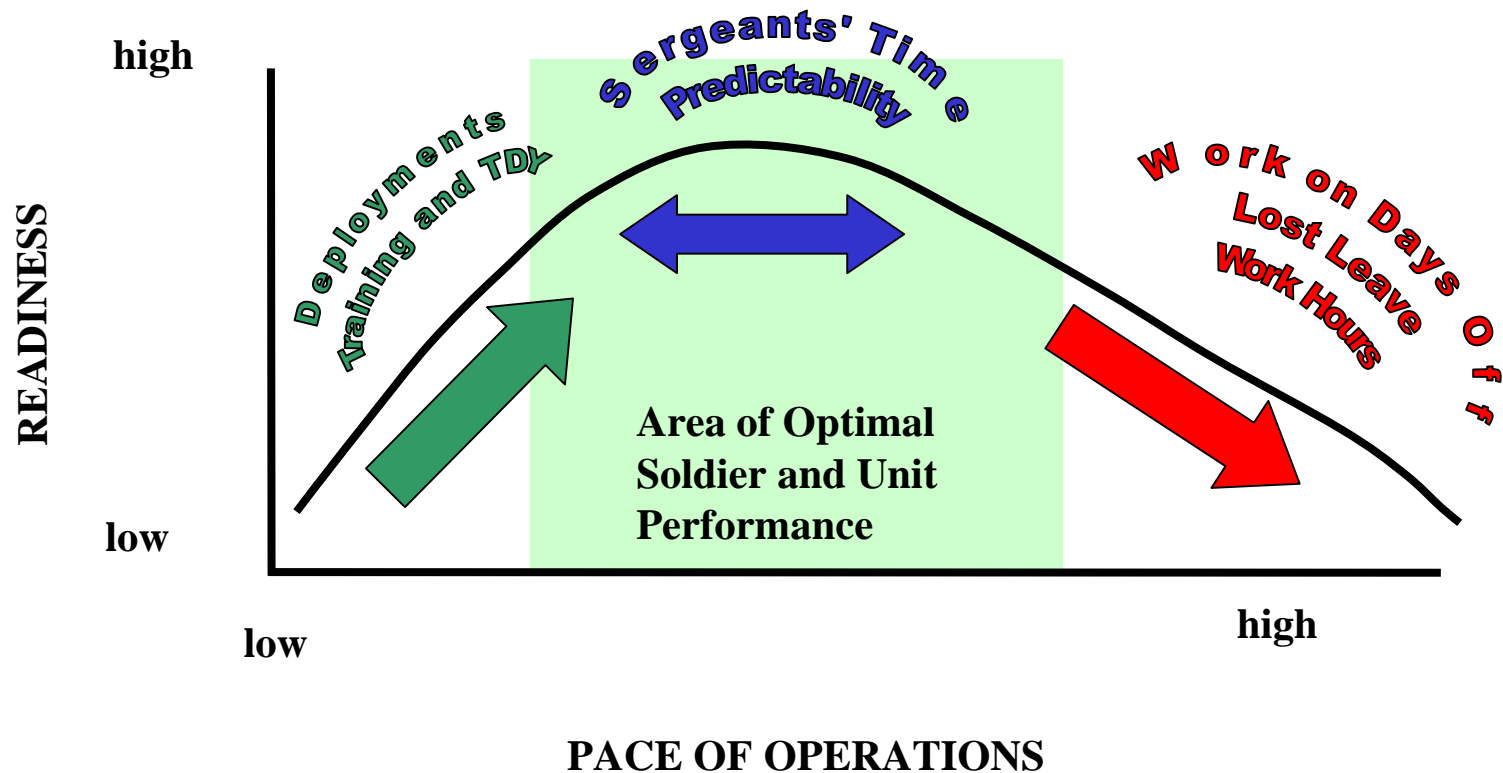
¹Family is defined as "a married couple and/or an individual with children".

*Work/Family Conflict Scale has a range of 5 to 25 with a higher score indicating more conflict.



Emerging Research Model Findings

- Results from the first two OPTEMPO study data collection periods provide evidence for basic trends in the OPTEMPO research model.
- The model, in its early stages of development, will be refined by further data and analyses.





Conclusion

- The OPTEMPO study continues to examine predictors of military readiness, attitudes and other outcomes.
- Garrison duties, one of three OPTEMPO components, are key to understanding retention decisions and military performance.

- **Scheduled Data Collections**
 - The third data collection effort is currently being executed from 1 JAN to 1 Mar 31 00.
 - Two deployments involving the study's units have been planned:
 - B Bty, 69th ADA (FEB 2000, Saudi Arabia)
 - C Co/201 FSB (MAR 2000, Kosovo)
 - Three training exercises involving the study's units have been planned:
 - B Co/6-6 CAV (MAR 2000, Grafenwoehr)
 - 13th MP (MAR 2000, Grafenwoehr)
 - A/ 1-508 (MAR 2000, Grafenwoehr)
 - The next IPR is planned for APR 00.



Point of Contact

Major Carl A. Castro
Commander
ATTN: Medical Research Unit
CMR 442
APO AE 09042-1030

Phone: DSN 371-2626 FAX: DSN 371-3170
Commercial: 06221 172007
carl.castro@hbg.amedd.army.mil

Study Investigators: MAJ Castro, Ms. Huffman, Dr. Adler, CPT Bienvenu

Technical Staff: Ms. Crouch, Ms. Aaron, CPL Calhoun, Mr. Jackson, Ms. Robertson,
Ms. Salvi, Ms. West, SGT Mitchell



Back-up Slides



Soldier Tempo: Military Readiness by rank¹

Soldier Tempo Measure	E1 – E4	E5 – E6	E7 – E9	Officers
Work more hours per day	- Vertical Cohesion			+Soldier Pride
Work more days per week	-NCO Vertical Cohesion	+Vertical/Horizontal Cohesion +Combat Readiness +Leadership Scale		
Work more hours on day off	+M240	+Vertical Cohesion		+Soldier Pride
More Days TDY	+Morale	+Morale +Vertical Cohesion		
More days on Training Exercises	+Combat Readiness +Horizontal Cohesion +Awards		+NCO Vertical Cohesion	
Take more Leave		+Horizontal Cohesion +MK19 Scores		
Lose More Leave	+UCMJ	-Vertical /Horizontal Cohesion - Soldier Pride - Operational Readiness + M9 Scores		

¹correlations p<.05; “+” represents an increase (i.e.positive correlation) and “-” represents a decrease (i.e.a negative correlation).



Soldier Tempo: Medical Readiness by rank¹

Soldier Tempo Measure	E1 – E4	E5 – E6	E7 – E9	Officers
Work more hours per day		+ physical symptoms +caffeine		+exercise
Work more days per week	+caffeine +sick call	+tobacco		
Work more hours on day off	+urinalysis +depression	+physical symptoms		
More Days TDY		-depression +exercise		
More days on Training Exercises	- doctor visit - miss work due to illness			-doctor visit
Take more Leave	+caffeine			
Lose More Leave	+symptoms	+symptoms +depression		

¹correlations $p < .05$; “+” represents an increase (i.e. positive correlation) and “-” represents a decrease (i.e. a negative correlation).



Soldier OPTEMPO Survey

U.S. Army Medical Research Unit-Europe, Walter Reed Army Institute of Research
U.S. Army Medical Research and Materiel Command



Privacy Act/Informed Consent Information

ver: 29 Nov 1999

OPTEMPO Survey

1) **Authority:** 10 U.S.C. Sections 136 and 5 U.S.C. 552a; Executive Order 9397

2) **Purpose:** USAMRU-E/WRAIR is conducting a study of soldiers' responses to OPTEMPO and PERSTEMPO.

3) **Uses:** I understand the purpose of this survey is to develop information to benefit soldiers and units, and that I may not directly benefit from this survey.

4) **Disclosure:** Disclosure of your Social Security Number is voluntary. I consent to the use of my answers by staff of the U.S. Army Medical Research-Europe, Walter Reed Army Institute of Research (USAMRU-E/WRAIR), to compile statistics of group data.

I understand my name or any other data from which I could be recognized will not be available to anyone beyond the professional staff conducting the study.

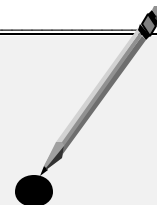
I understand I have the right to withdraw my consent to participate in the study at any time.

I understand USAMRU-E/WRAIR may access other military records identified by, or filed under, my social security number in conjunction with this survey.

Instructions:

- Use a #2 pencil
- Mark your answer by filling in the bubble completely like this:

RESULTS ARE CONFIDENTIAL!



SOCIAL SECURITY NUMBER :

0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9

YOUR AGE:

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

TODAY'S DATE:

MONTH	DAY	YEAR
JAN	0	2000
FEB	1	2001
MAR	2	2002
APR	3	2003
MAY	4	
JUN	5	
JUL	6	
AUG	7	
SEP	8	
OCT	9	
NOV		
DEC		

GENDER:

Female	<input type="radio"/>
Male	<input type="radio"/>

CURRENT MARITAL STATUS:

Single (Never Married)	<input type="radio"/>
Married	<input type="radio"/>
Separated	<input type="radio"/>
Divorced	<input type="radio"/>
Widowed	<input type="radio"/>

Indicate Highest Level of Education obtained:

Some High School	<input type="radio"/>
High School	<input type="radio"/>
Diploma/ GED	<input type="radio"/>
Some College	<input type="radio"/>
Bachelor's Degree	<input type="radio"/>
Graduate Degree	<input type="radio"/>

Number of children living at home:

0	<input type="radio"/>
1	<input type="radio"/>
2	<input type="radio"/>
3	<input type="radio"/>
4	<input type="radio"/>
5	<input type="radio"/>
6 or more	<input type="radio"/>

ETHNICITY:

African-Am/Black	<input type="radio"/>
Asian	<input type="radio"/>
Hispanic	<input type="radio"/>
White	<input type="radio"/>
Other	<input type="radio"/>

YOUR UNIT:

Squad:	_____
Platoon:	_____
Company:	_____
Battalion:	_____

COMPONENT:

<input type="radio"/>	Army
<input type="radio"/>	Navy
<input type="radio"/>	Air Force
<input type="radio"/>	Marines

STATUS:

<input type="radio"/>	Active
<input type="radio"/>	Reserves
<input type="radio"/>	Guard
<input type="radio"/>	Civilian
<input type="radio"/>	Other?

RANK:

E	<input type="radio"/>	1	<input type="radio"/>
O	<input type="radio"/>	2	<input type="radio"/>
WO	<input type="radio"/>	3	<input type="radio"/>
		4	<input type="radio"/>
		5	<input type="radio"/>
		6	<input type="radio"/>
		7	<input type="radio"/>
		8	<input type="radio"/>
		9	<input type="radio"/>

WHAT IS YOUR MOS?

(Answer in 3 digits only. Example: a "67B would bubble in "6," "7," and "B.")

0	<input type="radio"/>	A	<input type="radio"/>	U	<input type="radio"/>
1	<input type="radio"/>	B	<input type="radio"/>	V	<input type="radio"/>
2	<input type="radio"/>	C	<input type="radio"/>	W	<input type="radio"/>
3	<input type="radio"/>	D	<input type="radio"/>	X	<input type="radio"/>
4	<input type="radio"/>	E	<input type="radio"/>	Y	<input type="radio"/>
5	<input type="radio"/>	F	<input type="radio"/>	Z	<input type="radio"/>
6	<input type="radio"/>	G	<input type="radio"/>		
7	<input type="radio"/>	H	<input type="radio"/>		
8	<input type="radio"/>	I	<input type="radio"/>		
9	<input type="radio"/>	J	<input type="radio"/>		
		K	<input type="radio"/>		
		L	<input type="radio"/>		
		M	<input type="radio"/>		
		N	<input type="radio"/>		
		O	<input type="radio"/>		
		P	<input type="radio"/>		
		Q	<input type="radio"/>		
		R	<input type="radio"/>		
		S	<input type="radio"/>		
		T	<input type="radio"/>		

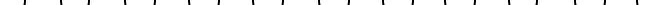
Other: ☐

<p>Do you have a family member enrolled in the Exceptional Family Member Program (EFMP)?</p> <p>Yes <input type="radio"/> No <input type="radio"/></p>	<p>How many years have you been in the military?</p> <p><i>Example: If you've been in 9 years, you should write in and bubble in "0" and then "9".</i></p> <table border="1"> <tr> <td>0</td> <td>9</td> </tr> </table>	0	9	<p>How many hours of work have you averaged per day in the past week?</p> <table border="1"> <tr> <td></td> <td></td> </tr> </table>			<p>Think about your "days off" during the past week. On average, how many hours did you perform duty-related work during a "day off"?</p> <table border="1"> <tr> <td></td> <td></td> </tr> </table>																																																																																							
0	9																																																																																													
<p>Is your spouse in the military?</p> <p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Not Married <input type="radio"/></p>	<table border="1"> <tr> <td>0</td> <td>0</td> </tr> <tr> <td>1</td> <td>1</td> </tr> <tr> <td>2</td> <td>2</td> </tr> <tr> <td>3</td> <td>3</td> </tr> <tr> <td></td> <td>4</td> </tr> <tr> <td></td> <td>5</td> </tr> <tr> <td></td> <td>6</td> </tr> <tr> <td></td> <td>7</td> </tr> <tr> <td></td> <td>8</td> </tr> <tr> <td></td> <td>9</td> </tr> </table>	0	0	1	1	2	2	3	3		4		5		6		7		8		9	<table border="1"> <tr> <td>0</td> <td>0</td> </tr> <tr> <td>1</td> <td>1</td> </tr> <tr> <td>2</td> <td>2</td> </tr> <tr> <td></td> <td>3</td> </tr> <tr> <td></td> <td>4</td> </tr> <tr> <td></td> <td>5</td> </tr> <tr> <td></td> <td>6</td> </tr> <tr> <td></td> <td>7</td> </tr> <tr> <td></td> <td>8</td> </tr> <tr> <td></td> <td>9</td> </tr> </table>	0	0	1	1	2	2		3		4		5		6		7		8		9	<table border="1"> <tr> <td>0</td> <td>0</td> </tr> <tr> <td>1</td> <td>1</td> </tr> <tr> <td>2</td> <td>2</td> </tr> <tr> <td></td> <td>3</td> </tr> <tr> <td></td> <td>4</td> </tr> <tr> <td></td> <td>5</td> </tr> <tr> <td></td> <td>6</td> </tr> <tr> <td></td> <td>7</td> </tr> <tr> <td></td> <td>8</td> </tr> <tr> <td></td> <td>9</td> </tr> </table>	0	0	1	1	2	2		3		4		5		6		7		8		9																															
0	0																																																																																													
1	1																																																																																													
2	2																																																																																													
3	3																																																																																													
	4																																																																																													
	5																																																																																													
	6																																																																																													
	7																																																																																													
	8																																																																																													
	9																																																																																													
0	0																																																																																													
1	1																																																																																													
2	2																																																																																													
	3																																																																																													
	4																																																																																													
	5																																																																																													
	6																																																																																													
	7																																																																																													
	8																																																																																													
	9																																																																																													
0	0																																																																																													
1	1																																																																																													
2	2																																																																																													
	3																																																																																													
	4																																																																																													
	5																																																																																													
	6																																																																																													
	7																																																																																													
	8																																																																																													
	9																																																																																													
<p>How many days have you been on a training exercise in the past 6 months?</p> <p><i>Example: If it is 19, you should write and bubble in "0" and then "1," and "9".</i></p> <table border="1"> <tr> <td>0</td> <td>1</td> <td>9</td> </tr> </table>	0	1	9	<p>In the past week, how many days have you performed military related work?</p> <table border="1"> <tr> <td></td> </tr> </table>		<p>How many days of leave and/or passes have you taken in the past 12 months?</p> <table border="1"> <tr> <td></td> <td></td> <td></td> </tr> </table>				<p>How many days of leave and/or passes have you lost in the past 12 months?</p> <table border="1"> <tr> <td></td> <td></td> </tr> </table>																																																																																				
0	1	9																																																																																												
<p>How many days have you been TDY in the past 6 months?</p> <table border="1"> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>1</td> <td>1</td> <td>1</td> </tr> <tr> <td>2</td> <td>2</td> <td>2</td> </tr> <tr> <td>3</td> <td>3</td> <td>3</td> </tr> <tr> <td>4</td> <td>4</td> <td>4</td> </tr> <tr> <td>5</td> <td>5</td> <td>5</td> </tr> <tr> <td>6</td> <td>6</td> <td>6</td> </tr> <tr> <td>7</td> <td>7</td> <td>7</td> </tr> <tr> <td>8</td> <td>8</td> <td>8</td> </tr> <tr> <td>9</td> <td>9</td> <td>9</td> </tr> </table>	0	0	0	1	1	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6	6	7	7	7	8	8	8	9	9	9	<p>How many hours of sleep have you averaged per night in the past week?</p> <table border="1"> <tr> <td>0</td> <td>0</td> </tr> <tr> <td>1</td> <td>1</td> </tr> <tr> <td>2</td> <td>2</td> </tr> <tr> <td></td> <td>3</td> </tr> <tr> <td></td> <td>4</td> </tr> <tr> <td></td> <td>5</td> </tr> <tr> <td></td> <td>6</td> </tr> <tr> <td></td> <td>7</td> </tr> <tr> <td></td> <td>8</td> </tr> <tr> <td></td> <td>9</td> </tr> </table>	0	0	1	1	2	2		3		4		5		6		7		8		9	<p>Have you ever served in combat? (e.g., Vietnam, Persian Gulf, Grenada, Panama, Somalia)</p> <p>Yes <input type="radio"/> No <input type="radio"/></p> <p>Have you ever served on a peacekeeping or humanitarian mission?</p> <p>Yes <input type="radio"/> No <input type="radio"/></p>	<p>How many months in total, have you served in the Balkan Region (e.g. Kosovo, Albania, Bosnia, Croatia, Macedonia, Hungary)?</p> <table border="1"> <tr> <td>0</td> <td>0</td> </tr> <tr> <td>1</td> <td>1</td> </tr> <tr> <td>2</td> <td>2</td> </tr> <tr> <td>3</td> <td>3</td> </tr> <tr> <td>4</td> <td>4</td> </tr> <tr> <td>5</td> <td>5</td> </tr> <tr> <td>6</td> <td>6</td> </tr> <tr> <td>7</td> <td>7</td> </tr> <tr> <td>8</td> <td>8</td> </tr> <tr> <td>9</td> <td>9</td> </tr> </table>	0	0	1	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	9	9	<p>In total, how many deployments have you completed that lasted more than 30 days? (not including training exercises or unaccompanied tours)</p> <table border="1"> <tr> <td>0</td> <td>0</td> </tr> <tr> <td>1</td> <td>1</td> </tr> <tr> <td>2</td> <td>2</td> </tr> <tr> <td>3</td> <td>3</td> </tr> <tr> <td></td> <td>4</td> </tr> <tr> <td></td> <td>5</td> </tr> <tr> <td></td> <td>6</td> </tr> <tr> <td></td> <td>7</td> </tr> <tr> <td></td> <td>8</td> </tr> <tr> <td></td> <td>9</td> </tr> </table>	0	0	1	1	2	2	3	3		4		5		6		7		8		9
0	0	0																																																																																												
1	1	1																																																																																												
2	2	2																																																																																												
3	3	3																																																																																												
4	4	4																																																																																												
5	5	5																																																																																												
6	6	6																																																																																												
7	7	7																																																																																												
8	8	8																																																																																												
9	9	9																																																																																												
0	0																																																																																													
1	1																																																																																													
2	2																																																																																													
	3																																																																																													
	4																																																																																													
	5																																																																																													
	6																																																																																													
	7																																																																																													
	8																																																																																													
	9																																																																																													
0	0																																																																																													
1	1																																																																																													
2	2																																																																																													
3	3																																																																																													
4	4																																																																																													
5	5																																																																																													
6	6																																																																																													
7	7																																																																																													
8	8																																																																																													
9	9																																																																																													
0	0																																																																																													
1	1																																																																																													
2	2																																																																																													
3	3																																																																																													
	4																																																																																													
	5																																																																																													
	6																																																																																													
	7																																																																																													
	8																																																																																													
	9																																																																																													

Please use the following scale to tell us how much you **agree** or **disagree** with the statements below:

1. I am proud to be in the U.S. Army
2. I am an important part of my company
3. What I do in the Army is worthwhile
4. My company is ready for combat
5. I am confident in my unit's mission-essential equipment
6. I think we are better trained than most other companies in the Army
7. I think the level of training in this company is high
8. I have real confidence in my unit's ability to perform its mission
9. If we went to war tomorrow, I would feel good about going with my unit
10. I think my unit would do a better job in combat than most U.S. Army units
11. The members of my unit are cooperative with each other
12. The members of my unit know that they can depend on each other
13. The members of my unit stand up for each other
14. The officers in my unit establish clear work objectives
15. The officers in my unit are interested in my personal welfare
16. The officers in my unit delegate work effectively
17. The officers in my unit let soldiers know when they have done a good job
18. The officers in my unit avoid micromanaging soldiers' work
19. The officers in my unit are interested in what I think and how I feel about things
20. The NCOs in my unit establish clear work objectives
21. The NCOs in my unit are interested in my personal welfare
22. The NCOs in my unit delegate work effectively
23. The NCOs in my unit let soldiers know when they have done a good job
24. The NCOs in my unit avoid micromanaging soldiers' work
25. The NCOs in my unit are interested in what I think and how I feel about things
26. The leaders in this company would lead well in combat
27. I am impressed by the quality of leadership in this company
28. My chain-of-command works well

In your opinion, what is the ideal length of time in **months** that a deployment should last?

0 1 2 3 4 5 6 7 8 9 10 11
 12^+


In your opinion, what is the ideal **number** of deployments that a soldier should go on over a 3 year period?

[illegible]

Which best describes your current active-duty Army **career** intentions? Select one option.

1. Definitely stay in until retirement (or longer)	<input type="radio"/>
2. Probably stay in until retirement	<input type="radio"/>
3. Definitely stay in beyond my present obligation, but not necessarily until retirement	<input type="radio"/>
4. Undecided about whether to stay after completion of my current obligation	<input type="radio"/>
5. Probably leave upon completion of my current obligation	<input type="radio"/>
6. Definitely leave upon completion of my current obligation	<input type="radio"/>

When you **leave** active duty, do you plan on serving in the Reserves or National Guard?

Yes Undecided No Not Applicable

☐ ☐ ☐ ☐

1. Your personal morale
2. Morale in your unit
3. Cohesion in your unit
4. Quality of life in your unit
5. Mission readiness of your unit
6. Level of training in your unit
7. Standards of discipline in your unit
8. Your level of burnout
9. Your level of motivation
10. Your level of energy
11. Your level of drive

The diagram shows a horizontal scale with five categories: **Very Low**, **Low**, **Medium**, **High**, and **Very High**. Each category is represented by a vertical column of 10 circles, intended for marking responses.

1. Felt you couldn't get going
2. Felt sad
3. Had trouble getting to sleep or staying asleep
4. Felt everything was an effort
5. Felt lonely
6. Felt you couldn't shake the blues
7. Trouble keeping your mind on what you were doing

The diagram illustrates a sequence of 7 days, each containing 5 circles. The days are labeled from 0 to 7. The circles are arranged in a grid-like pattern, with 5 circles per day. The total number of circles is 35.

1. been able to concentrate on whatever you're doing?
2. lost much sleep over worry?
3. felt that you are playing a useful part in things?
4. felt capable of making decisions about things?
5. felt constantly under strain?
6. felt that you couldn't overcome your difficulties?
7. been able to enjoy your normal day-to-day activities?
8. been able to face up to your problems?
9. been feeling unhappy and depressed?
10. been losing confidence in yourself?
11. been thinking of yourself as a worthless person?
12. been feeling reasonably happy, all things considered?

[illegible]

1. I rarely feel my work is taken for granted.
2. My superiors generally appreciate the way I do my job.
3. The organization recognizes the significance of the contributions I make.
4. My job is very challenging.
5. It takes all my resources to achieve my work objectives.
6. Other people know me by the long hours I keep.
7. The soldiers in my unit think that what's expected of us is clear.
8. The soldiers in my unit think that what's expected of us is reasonable.
9. I work at my full capacity in all of my job duties.
10. I strive as hard as I can to be successful in my work.
11. When I work, I really exert myself to the fullest.
12. I feel responsible for my job performance.
13. I am committed to my job.
14. How well I do in my job matters a great deal to me.
15. How I do in my job influences how I feel.
16. I have personal control over my job performance.
17. Once I am given instructions, I am pretty much left alone to do my job.
18. I am allowed to do my job without constant supervision from others.
19. I am very satisfied with my job in the Army.
20. I like my job in the Army.
21. I am satisfied with the kind of work I do on my job.
22. I have so much work to do that I cannot do everything well.
23. I never seem to have enough time to get everything done.
24. My job leaves me with little time to get things done.
25. I feel that what I am doing is important for accomplishing my unit's mission.
26. I am making a real contribution to accomplishing my unit's mission.
27. What I do helps accomplish my unit's mission.

[illegible]

1. The demands of my work interfere with my home and family life.
2. The amount of time my job takes up makes it difficult to fulfill family responsibilities.
3. Things I want to do at home do not get done because of the demands my job on me.
4. My job produces strain that makes it difficult to fulfill family duties.
5. Due to work-related duties, I have to make changes to my plans for family activities.
6. The demands of my family or spouse/partner interfere with work-related activities.
7. I have to put off doing things at work because of demands on my time at home.
8. Things I want to do at work do not get done because of the demands of my family or spouse/partner.
9. My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.
10. Family-related strain interferes with my ability to perform job-related duties.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
o	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
puts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have any comments? Yes ☐ No ☐

If yes, please write them in the space provided below.

Do you have any comments? Yes ☐ No ☐

If yes, please write them in the space provided below.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is a vertical margin line on the left side, creating a narrow left margin. The paper appears to be a standard notebook or composition paper.

114



Soldier OPTEMPO Survey

Module G

U.S. Army Medical Research Unit-Europe, Walter Reed Army Institute of Research
U.S. Army Medical Research and Materiel Command



Privacy Act/Informed Consent Information

ver: 5 July 2000

1) **Authority:** 10 U.S.C. Sections 136 and 5 U.S.C. 552a; Executive Order 9397

OPTEMPO Survey G2

2) **Disclosure:** I consent to the use of my answers by staff of the U.S. Army Medical Research-Europe, Walter Reed Army Institute of Research (USAMRU-E/WRAIR), to compile statistics of group data.

I understand my name or any other data from which I could be recognized will not be available to anyone beyond the professional staff conducting the study.

I understand I have the right to withdraw my consent to participate in the study at any time.

3) **Purpose:** USAMRU-E/WRAIR is conducting a study of soldiers' responses to OPTEMPO and PERSTEMPO.

4) **Uses:** I understand the purpose of this survey is to develop information to benefit soldiers and units, and that I may not directly benefit from this survey.

Social Security Number

Date

Signature

Instructions :

RESULTS ARE CONFIDENTIAL!

- Use a #2 pencil
- Mark your answer by filling in the bubble completely like this:

SOCIAL SECURITY NUMBER:

0	0	0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9	9	9

TODAY'S DATE:

MONTH	DAY	YEAR
JAN	0	0
FEB	1	1
MAR	2	2
APR	3	3
MAY	4	4
JUN	5	5
JUL	6	6
AUG	7	7
SEP	8	8
OCT	9	9
NOV		
DEC		

Throughout your **military career**, how many **months** have you spent on a deployment (not including training exercises)?

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

How many **months** have you been in your current unit?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

How often do you work in your primary or secondary **MOS**?

Never
Seldom
Sometimes
Often
Always

0
1
2
3
4

Please rate how much you agree or disagree with the following:

1. Garrison duties have made my work more interesting.
2. Garrison duties have put a big strain on my family.
3. Garrison duties have hurt the stability of my marriage.
4. There are too many "hey you" duties in garrison.
5. The unit conducts Sergeant's Time training every week.
6. I receive relevant training during Sergeant's Time.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thinking about garrison life, rate how often the following occur:

1. I am satisfied with how much I work in my primary/secondary MOS.
2. I complete meaningful tasks.
3. I receive relevant training.
4. I get unit support for keeping current in my MOS skills.
5. I participate in training exercises that prepares the unit for its mission.
6. I receive up-to-date information concerning the unit's mission.
7. I receive up-to-date information on unit decisions that concern soldiers.
8. I am notified of potential missions.
9. I can tell leaders when tasks are too demanding.
10. I can tell leaders when the unit has been given too many tasks.
11. I know what duty I will be doing day to day.
12. I have a predictable daily work schedule.
13. I have a predictable mission schedule.
14. I can count on being able to take my requested leave time.
15. I am able to plan a schedule out for at least six months.

Never	Seldom	Sometimes	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

People deal with stress in different ways. How often do you use the following when you feel stressed?

1. Change what is causing the stress
2. Feel challenged
3. Look for information about possible choices
4. Feel responsible for the outcome
5. Decide what needs to be done
6. Become apathetic or just don't care

7. Drink more alcohol
8. Withdraw physically from the situation
9. Eat more
10. Just try to ignore it
11. Daydream
12. Complain to others

13. Avoid thinking about the problem
14. Turn to my religious beliefs
15. Turn to prayer or spiritual thoughts
16. Seek religious guidance
17. Do physical exercise
18. Smoke cigarettes

Never	Seldom	Sometimes	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please answer the following questions using the scale provided:

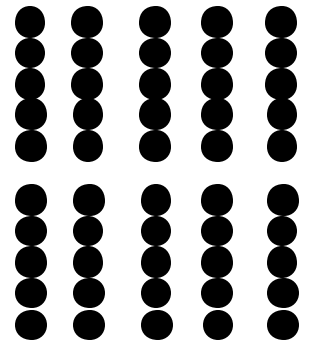
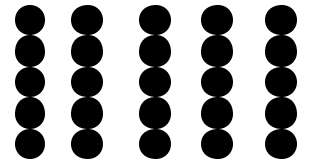
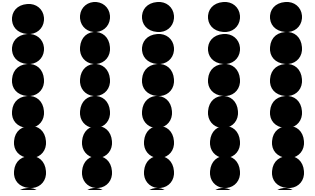
1. How often do people in your unit get into arguments with each other at work?
2. How often do people in your unit yell at each other at work?
3. How often are people in your unit rude to each other at work?
4. How often do people in your unit do bad things to each other at work?

Never	Seldom	Sometimes	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you find it difficult or impossible to do your job because of:

1. Poor equipment or supplies
2. Organizational rules and procedures
3. Other employees
4. Your supervisor
5. Lack of equipment or supplies
6. Inadequate training
7. Interruptions by other people
8. Lack of necessary information about what to do or how to do it
9. Conflicting job demands
10. Inadequate help from others
11. Incorrect instructions

Never	Seldom	Sometimes	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●

●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●

●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●

●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●

●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●
●● ●● ●● ●● ●●

